

The Situation

The problems hundreds of household employers have had to face in trying to secure well qualified household workers during the last few years have been of great concern to many persons, seeing a huge field of job opportunity being avoided by thousands of people of all races and creeds. Between 1930 and 1940 the total number of household workers as reported by the U. S. Department of Labor decreased by one-third, and the number of workers in other fields almost doubled. During the war both these trends accelerated. Something is evidently askew. Employers need better, more reliable help. The suggestions given attempt to provide it.

Adequate training of well qualified people, careful placement, and good work conditions are all needed to improve the situation. However, at the present time large numbers of workers are avoiding this field, and there are not numbers of well qualified people seeking the training. The first avenue of approach, therefore, seems to be to get some degree of standardization in working conditions. If standards are more generally accepted and the position is dignified, people with more adequate qualifications will be attracted. Placement offices, both commercial and those conducted by social agencies, should recommend to those employers accepting such standards, only well qualified persons.

It is assumed that each household employer knows the qualifications and the skills she requires in an employee and that each will be specific in stating them. This document is directed toward some improvement of work conditions where they are needed, since there has been less standardization in this field than in almost any field of employment.

It is recognized that in every home the needs and personalities are different. Complete standardization would be both undesirable and impossible. The Standards listed are not so much an effort to set up a rigid list of rules as to encourage wide discussion of them between employers and employees who wish to see this type of work become more dignified and more satisfactory to both.

Divisions of Work

1. Housekeeping - Including the general routine duties of the average housewife.
2. Labor - Including heavy work for men only, such as: washing walls, window exteriors, and rugs, etc.
3. Specialties - Including occasional employment specifically for fancy cooking and serving for parties, etc.

Description of the Job and of Work Conditions

As a basis for satisfactory relationship and good work performance, the employer should list as specifically as possible the duties and qualifications expected as well as the conditions of work. These would form the basis for the first interview. Some employers find it satisfactory to do this verbally but in many cases a written voluntary agreement is the result of the interview, and goes a long way in providing a better basis for a good relationship.

*Current Wages for 1946-1947 (based on present living conditions)

Housekeeping:

- | | <u>Minimum</u> |
|---|----------------|
| 1. Regular part-time and casual or regular day work | 65¢ per hour |
| 2. Regular full time, whether living in or not | 60¢ per hour |

Labor:

\$1.00 per hour

Specialties:

- | | |
|---------------------------------|-----------------|
| 1. Fancy cooks | \$1.25 per hour |
| 2. Servers (to work with cooks) | \$1.00 per hour |

*No car fare given unless double car fare is required.

Hours for full time Housekeeping Work

Forty-four hours weekly. If overtime is asked for by the employer and agreed to by the worker, it should be paid at the regular hourly rate, except for Sundays when overtime should be paid at time and one-half. The work week with overtime, should not exceed 50 hours - with not more than two evenings on duty after 8 p.m.

Vacations and Holidays

When the employee has given a full year of service, she is entitled to one week's vacation with pay.

There shall be eight (8) paid holidays to be agreed on by the employer and employee. If the employer asks the employee to work on one of these specific holidays and the employee agrees, the rate shall be at time and one-half.

Living Conditions for those who live in

When the employee lives on the premises, a pleasant, sanitary room for sleeping should be provided and adequate sanitary plumbing facilities, including a stationary tub or shower. Sleeping quarters should include privacy, a good bed, a bureau or chest of drawers, at least one comfortable chair, a closet, space to move around. There should be adequate heat in winter and ventilation in summer. Adequate diet in quality and quantity should be provided.

It is recommended that all public and private employment agencies in the northern part of New Jersey be asked and urged to use, for their referrals, some variation of the suggested referral card illustrated below.

Front

(Agency Name) (Address)	
To _____	Date _____
Address _____	
We are referring M _____	
For position of _____ at \$ _____ for _____ hours	
work, and at \$ _____ for overtime.	
_____ Interviewer _____ Employer's Signature	

BACK

The job described on the face of this card is as checked below.		
Regular: Part time ☐ Day work ☐ Full time ☐ Live-in ☐		
Casual (temporary) Day work ☐		
I. Housekeeping: With major part of time given to:	II. Labor	III. Specialties
_____	_____	_____
_____	_____	_____
_____	_____	_____